



CALIFORNIA

Technician/AGR Administrative Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

MILITARY DEPARTMENT

**P. O. BOX 269101
Sacramento, CA 95826-9101**

NUMBER

03-11

09 April 2003

EXPANSION OF EMERGENCY HIRING FLEXIBILITIES - DUAL STATUS APPOINTMENT AUTHORITY EXCEPTIONS

1. The following Dual Status authorities are provided to fill positions affected by or needed to deal with the aftermath of the 11 September 2001 attacks. Such positions include appointments to fill behind a technician or AGR called to active duty under the 14 September 2001, Partial Reserve Call Up. National Guard Bureau has added these emergency flexibilities to the Dual Status (DS) Technician Program. These authorities will remain in affect until the President or Congress terminates the state of national emergency, or until otherwise notified by the National Guard Bureau or this office.

a. Indefinite appointments may be made without regard to the requirements for competition as stated in TPR 316, TPR 335, and the California National Guard Merit Placement Plan.

b. Compatibility requirements for Indefinite positions are expanded to include all units of assignment as well as all MOS and AFSCs for a period of time up to two years.

c. Temporary promotions for time periods not-to-exceed one year may be made without regard to the requirement for competition stated under TPR 335 and the California National Guard Merit Placement Plan.

d. OPM has delegated exception authority to dual compensation limits for the temporary reemployment of former Federal employees who have retired, in order for agencies to deal with emergency situations or to supplement their workforce. Persons being considered for exceptions must be the only qualified candidates available for the positions and possess expertise and special qualifications.

2. Requests to use these exceptions must be made by memorandum addressed to this office and must include, as a minimum, the name of the mobilized technician/AGR member who is being backfilled, the start and stop dates of the mobilized technician's current active duty orders, the emergency hiring flexibility requested, and certification that the position is necessary for mission accomplishment. This memorandum should accompany the complete documentation required to implement the requested personnel action.

3. Technicians hired under these exceptions are afforded the same rights, opportunities, benefits and privileges of other National Guard Technicians with similar status.

4. Under no circumstances will a Commander, Director, or supervisor/manager advise a new employee to begin working in a position without prior confirmation from the Directorate for Human Resources.

5. Direct questions concerning this TAAI to SMSgt Michael Hunt at CAGNET 63354, DSN 466-3354 or (916) 854-3354.

FOR THE ADJUTANT GENERAL:

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Director for Human Resources

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